DOCUMENT RESUME

ED 416 982 PS 026 254

TITLE	Charting a Course for the Future.
INSTITUTION	Washington Univ., Seattle. Human Services Policy Center.
PUB DATE	1994-12-00
NOTE	29p.
PUB TYPE	Numerical/Quantitative Data (110) -- Reports - Descriptive (141)
EDRS PRICE	EDRS Price MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	*Adolescents; Child Abuse; Child Health; Child Neglect; *Children; Continuing Education; Day Care; Early Childhood Education; Economic Factors; Employed Parents; *Family (Sociological Unit); Family Work Relationship; Low Income Groups; Minority Groups; Parent Participation; Parent Teacher Cooperation; Poverty; *Social Indicators; *Well Being; Youth Problems
IDENTIFIERS	Family Support; *Indicators; Washington (Puget Sound)

ABSTRACT

This report, prepared by Washington Kids Count, is the culmination of the Puget Sound Success By 6 project, and marks the transition of this effort to the University of Washington, Institute for Public Policy and Management. The report is divided into several short sections providing statistical data on child and family well-being and a description of a program addressing the need focused on in that section. The report also contains sections on how to be a business leader for kids and a summary of well-being data by Puget Sound county; a resource list of state, national, and business contacts is also included. Sections on well-being data are: (1) "Overcoming Risks at the Start of Life" (prenatal and infant care, teenage motherhood, single teen moms without high school diploma, children in families without a high school or college grad); (2) "Support for Families in Crisis" (abuse and neglect referrals, teen abuse, abuse and suicide, out of home care); (3) "Health Care: Improving Access, Prevention" (infant and child immunization, disparities in prenatal care, percent of kids uninsured, disparities in life chances); (4) "Nurturing Kids with Employed Parents" (care for children with all parents working, costs for child care, child care worker wages, education of family home workers and K-12 teachers); (5) "Parents and Teachers: Partners for Quality Education" (parent involvement in schools, problems in school by urban/rural, types of serious problems in schools, student teacher ratio trends); (6) "Continuing Education: The Key to Prosperity" (parent education and inadequate income, preparing high schoolers for college, percent population college grad, college graduate by urban or rural location); (7) "The Economics of Raising Kids" (true cost, official poverty and inadequate income, growing income gaps, inadequate income by family type); and (8) "Building on Diverse Talents" (limited English proficiency kids, lack of minority teachers, percent college grads by race or ethnicity, percent of births to young teens by race or ethnic group). (EV)

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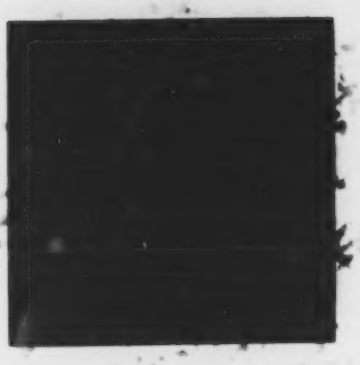

CHARTING A COURSE FOR THE FUTURE

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This report, prepared by Washington Kids Count, is the culmination of the Puget Sound Success By 6, and marks the transition of this effort to the University of Washington, Institute for Public Policy and Management. Copies of our *Be A Business Leader For Kids* brochure are available by calling Washington Kids Count at 206.685.7613

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Parents And Partners For Washington's Youngest

Business People are employers, parents and civic leaders. Our future depends upon adults who achieve their potential as workers and members of the community.

Raising good adults begins in the womb and continues through the critical early-childhood years, setting the scene for success in school and in the transition to the workplace and adult life. If the early years are marred by abuse, neglect, poor health, or lack of stimulation and support, then corrective action later on will be far more costly, and less likely to succeed. Neglecting our investments in the early years imposes costs on everyone, from added expenses for health care and criminal justice to lost productivity in the workplace.

Preventive strategies pay off:

- *Every dollar spent on prenatal care saves over $3 in later medical costs*
- *Each $1 spent on quality preschool for children in poverty can save $7 in special education, crime and welfare costs*
- *Alcohol/substance abuse costs almost $2 Billion a year in Washington state, but public education is reducing alcohol use by youth*

Good parenting does not happen automatically. It requires knowledge, skills and support by family and employers. A supportive work environment, with flexible work hours and parental leave, helps parents give children the attention they need.

With 60 percent of mothers of young children working, quality of child care may determine whether kids get on the right track. Child care is only as good as the caregiver: quality requires training, support and compensation sufficient to attract and retain a stable work force.

Business people in Washington have taken the lead to support parents and children. They have stepped up to the challenge of creating family friendly workplaces and promoting quality child care, promoting neighborhood safety, providing community leadership and advocating effective public policy.

Take A Look...
Check The List... You Can Be
A Business Leader For Kids

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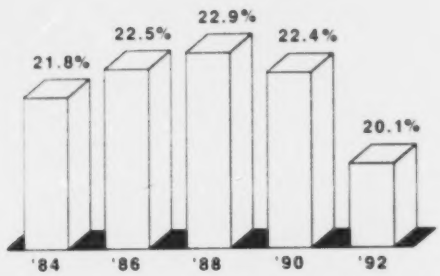
Overcoming Risks at the Start of Life

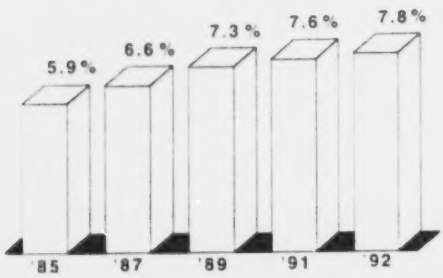
A successful life starts in the womb and requires consistent nurturing. Adequate prenatal care helps assure that the physical needs of both mother and baby are met. It also sensitizes parents to the emotional pressures they and their family will face, and connects them to resources to support them at times of stress. Parents are the primary caregivers and teachers of young children. We see too many children who may fail to reach their full potential because their parents lack education, health care or financial resources.

Prenatal And Infant Care

- The proportion of Washington mothers not receiving timely prenatal care has dropped in the last 4 years, to one in five.
- Another measure of maternal and infant health – infant mortality – has improved steadily over the last decade.
- The proportion of low birth weight babies has fluctuated at just over 5% for over a decade.



Percent of Births with Inadequate Prenatal Care



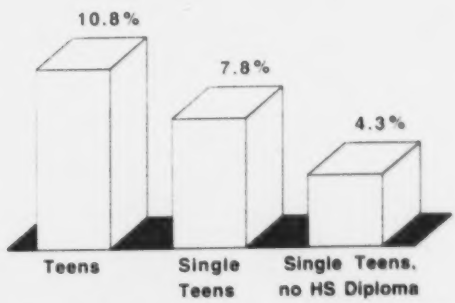
Percent of All Babies with a Single Teen Mother

More Mothers Are Single Teens

- The percent of all births accounted for by teens rose steadily over the the last decade. Almost 1 in 13 babies is now born to a single teen mom.
- A drop in the abortion rate since 1987 helps to account for the recent rise in teen births. The percent of teen women getting pregnant has been a steady five to six percent.

Single Teen Moms Without A High School Diploma

- In 1992, 1 in 23 Washington kids was born with a triple risk: having an unmarried, teen mom who has not completed high school.
- By the time such kids reach school age, 80% who were born with all three risks are in poverty.
- Kids with these risk factors are also much more likely to experience academic problems in school.



Percent of Babies with Teen Moms, 1992

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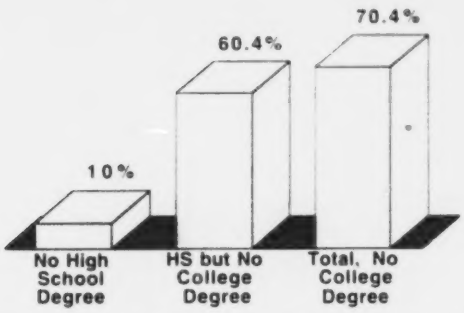

Percent of Children, by Parent's Education, 1990

Children In Families Without A High School Or College Grad

- Despite the increasing importance of education, one in 10 Washington kids is growing up in a family with no parent who has a high school degree.
- Another 60% of kids have a parent who has graduated from high school, but lacks a 4-year college degree.
- Overall, 7 in 10 kids are in families where no parent has a college degree.

Security For Teen Moms And Their Kids

The Opportunity Council and Trinity Lutheran Church, both of Bellingham, have long provided transitional shelter services to the homeless. In 1993, the partners received funding from Soroptomists International-Bellingham Chapter to renovate their shelter, Trinity House. Today, the shelter offers nedded support and services to teen mothers or mothers-to-be, particularly those who are homeless.

Trinity House has a unique arrangement with its local corporate supporters. Each room in the house is furnished by a local business, church or agency. Volunteers from organizations such as the Whatcom Educational Credit Union and Washington Mutual Savings Bank ready a room prior to the arrival of each new participant. Others, including the Society for PhotoOptic Instrumentation Engineers (SPIE) and the appliance store Dewaard-Bode, "adopt" the general living spaces or ensure the availability of necessities.

To remain in the facility, residents must faithfully attend school or a job-training program. Each young woman is taught how to get help from the community and how to encourage her housemates. Agencies such as Bethany Christian Services and Catholic Community Services provide on-site instruction in living and parenting skills, and mental health counseling.

Over the past six months, business volunteers have shown an increasing interest in due dates for the expectant mothers, and in holding holiday and birthday parties for them; consequently, staff are developing a volunteer-resident mentoring component. Those young women who successfully complete the program are encouraged to take the furniture in their room; the room is then refurnished for the next participant. *Contact: Karen Matson at (206) 734-5121 or 384-1470.*

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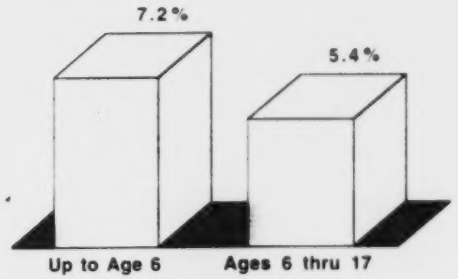
Support For Families In Crisis

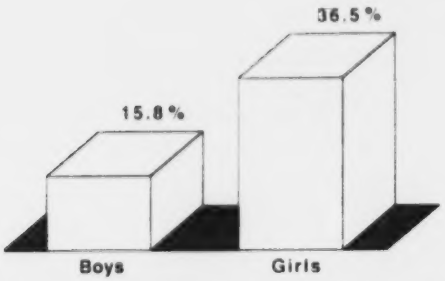
In recent years we have learned that physical and sexual abuse of children is a distressingly common occurance. Abuse has many causes: abusive parents often pass on inappropriate behavior as role models for their children; family stress from unemployment often plays out in a combination of substance abuse and violence within the home. Parents need assistance to break the cycle of abuse, and learn to divert stress. Children who have been abused need extra care and safe living situations.

Abuse And Neglect Referrals

- Reported child abuse and neglect in Washington falls disproportionately on the youngest kids.
- The rate at which adolescents report they were abused indicates that only a fraction of abuse is referred.



Kids referred to Child Protective Services, 1993



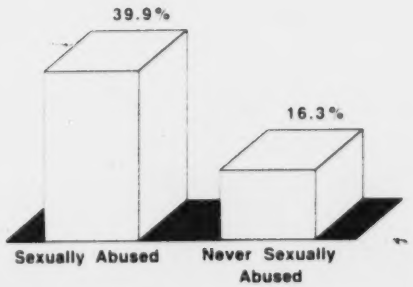
Report Physical or Sexual Abuse, 12th Graders, 1992

Teens Report Abuse Is Common

- More than one in three Washington 12th grade women, and one in six men, report they have either been physically or sexually abused at some time in their life.
- Physically or sexually abused students start sexual intercourse at earlier ages and with more partners.
- Almost two thirds of girls reporting sexual abuse have had intercourse by 10th grade [age 16], compared to one third of those not reporting abuse.

Abuse And Suicide

- An alarming one in ten Washington youth say they have thought about suicide, and the rate is twice as high for youth who say they were physically or sexually abused.
- Considering or attempting suicide is reported most frequently for students aged 15-17.
- More females than males report considering or planning suicide, but the reports of suicide attempts are only slightly higher for female students.



Sexual Abuse and Suicide Ideas, 8th Graders, 1992

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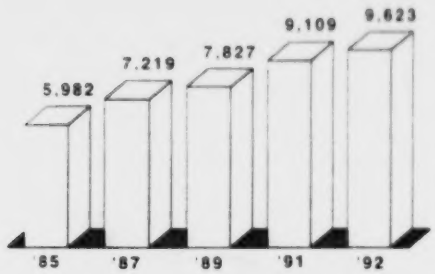

Average Monthly Number of WA Children in Out of Home Care

Replacing Broken Homes Or Abusive Parents

- The average monthly number of kids in out of home care -- foster homes and institutions -- had about doubled since 1985.
- This increase reflects our ability to provide alternative forms of care for kids from troubled or broken homes, but it is also a disturbing measure of family breakdown and abuse.

A Community Galvanized

Spokane's Vanessa Behan Crisis Nursery arose from tragedy; in 1982, three year-old Vanessa died a victim of child abuse. Her death galvanized the community. Today, the nursery that bears her name provides a temporary, homelike environment for children of parents in crisis. Staff provide around-the-clock care—with a 72 hour limit—to children from birth through six years of age. Parents of the youth are referred to resources in the community, such as support groups and parenting skills classes.

The local business community has developed strong ties to the Nursery. Employees and executives from both Boeing and Seafirst Bank assist in running the Nursery's annual benefit golf tournament. Numerous other local businesses and organizations serve as Santa's Helpers in the Nursery's Santa Express Store, an annual program sponsored by Sterling Savings and Loan. Last year, Sterling donated the downtown retail space, plus $10,000, and permitted all its employees several afternoons off to volunteer in the store. In addition, two volunteer chairpeople from Sterling spent numerous work hours between Thanksgiving to Christmas on the Express.

Kim Hotstart Manufacturing, a producer of engine heating systems, provides another source of on-going assistance. In the Spring and Summer, 3-4 Hotstart employees visit the Nursery every Thursday afternoon to mow and trim the lawn; in the winter, the team keeps the driveway and parking lot free of snow. Hotstart also sponsors a toy drive at Christmas, donates turkeys at both Christmas and Thanksgiving, and gives away t-shirts bi-monthly to the kids. Everyone in the company participates, from the CEO, Rick Robinson, to line workers. "Without all this volunteer support, we wouldn't be here" states Sue Manfred, Vanessa Behan's Executive Director. *Contact: Sue Manfred at (509) 535-3155.*

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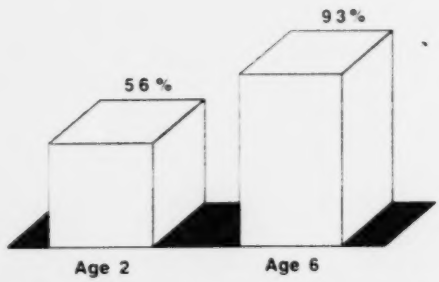
Health Care: Improving Access, Prevention

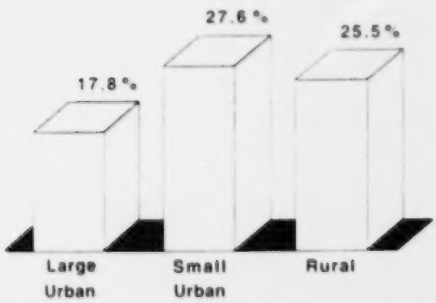
Adequate health care for young children can affect their physical well-being throughout their lives. We have seen major improvements in providing such critical preventive services as immunization, and reductions in infant and child mortality. However, we see major challenges remaining to assist the youngest children, and to improve the health of racial and ethnic minorities. Effective public policy can insure that cost-effective immunization, prenatal care, and health insurance are available to all.

Infant And Child Immunization

- Proper immunization is still lacking for almost half of 2 year old children in Washington. In 1990, over 90% of school-age children had all their shots.
- Public policy requiring kids to be immunized at time of school entry helps to account for six year olds' higher immunization rates.



Percent of Children with Complete Immunization, 1990



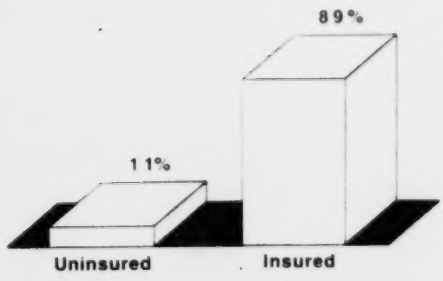
Percent with Delayed or No Prenatal Care, 1991

Disparities In Prenatal Care

- While mothers in rural areas were less likely to have timely prenatal care than urban areas, mothers in smaller cities have the worst access of all.
- Timely prenatal care also varies strongly by race or ethnic group. For example, Hispanics are about 4 times as likely to have inadequate prenatal care as are non-Hispanic Whites.

Percent Of Kids Uninsured

- In 1990, over one in 10 children in Washington state lacked basic health insurance. While lower than the national average, these children face a significant risk.
- The rate of uninsured adults is also high among low wage workers, which is one cause of reduced access to prenatal and infant care.



Kids Insured and Uninsured, 1990

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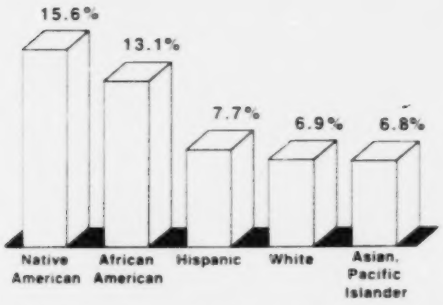

Infant Mortality by Race or Ethnic Group, 1991

Disparities In Life Chances

- Overall infant mortality has declined substantially but remains high for many minorities.
- In 1991, an infant born to a Native American or African-American family was twice as likely to die in the first year of life as a child from a White or Asian family.
- There have been recent declines in infant mortality for Native Americans and African Americans, but the gap is still substantial.

Protecting Toddlers From Disease

In Clark County, a recent, informal survey of 150 clients of the Southwest Washington Health District found that only 42% of 2 year olds were properly immunized. This compares with a statewide figure of 55%. Children lacking such immunizations risk major diseases at a highly vulnerable age.

In 1992, the Southwest Washington Health District formed the I-3 Task Force to provide public health education and preventive health care services. The specific goal of the Initiative is to attain at least a 90% rate of immunization for all 2 year olds in Clark, Klickitat, and Skamania counties by the year 2000.

I-3 is composed of a wide range of health, education, and business professionals.

- The Kiwanis and Rotary Clubs co-sponsor a door-to-door neighborhood education and assessment drive known as the Neighborhood Immunization Link, with numerous volunteers from both area social service agencies and the local community.
- S.W. Washington Independent Forward Throw sponsors a free immunization clinic.
- A variety of local businesses participate in I-3's large scale, broad-based public information campaign.

As part of the campaign, businesses mail the Initiative's "free immunization" schedule out with their advertisements and bills, Ackerley Communications has donated six billboards, and the Kiwanis Club has donated printing and postage fees. *Contact: Roxce Stavney at the Southwest Washington Health District (206) 695-9215, ext. 3113.*

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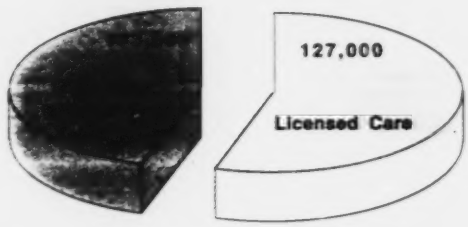
Nurturing Kids With Employed Parents

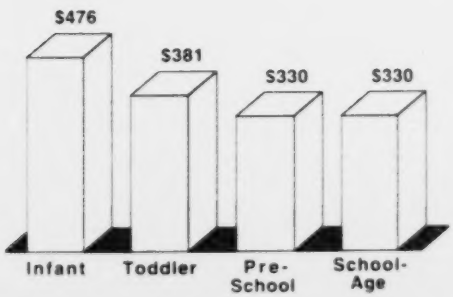
For a majority of families, both parents find a need to work outside the home. While this improves family finances, it also creates many pressures. How can parents find enough time to spend with their children, and provide them the rich experiences which improve their bodies and minds? How can parents find and afford quality child care settings which nurture their young children while they work? Employers and parents must become partners working together for successful kids.

Care For Children With All Parents Working

- In 1990, 230,000 kids age 0 to 6, more than half of the total, were in families with all parents working. Of these, 127,000, or 55%, were in licensed care.
- The remaining 103,000, or 45% were being cared for informally: some by parents juggling work schedules, or by relatives. Others were in unlicensed care, with a questionable level of quality.



Child Care Arrangements, Children 0 to 6



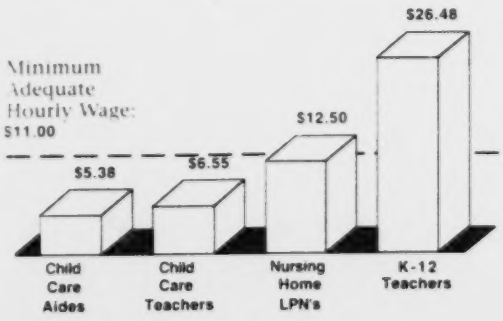
Median Monthly Child Care Center Costs, 1992

Costs For Child Care

- Costs for child care in centers range from $330 a month for school age kids, to $476 a month for infant care, taking a large bite out of family income. Caring for more than one child per family greatly increases these costs.
- For married couple families with young children, infant care for one child costs 20% of average take home pay, and a staggering two-thirds of family income for single mother families.

Child Care Worker Wages

- Child care workers tend to be low-paid, and make about half the wages needed to provide adequately for a family of three.
- Child care workers make from a half to a quarter as much as other service professionals such as licensed practical nurses or teachers.
- Low pay leads to rapid teacher turnover, which breaks the bonds of trust and stability so critical to young children.



Average Hourly Wages, Washington, 1992

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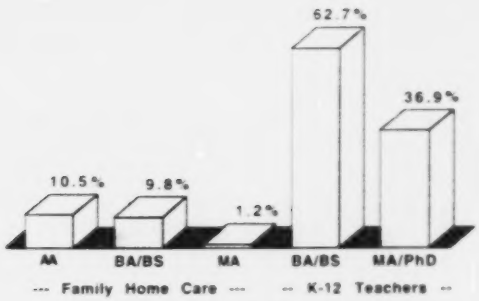

Education of Child Care Workers and K-12 Teachers

Education Of Family Home Workers And K-12 Teachers

- Low wages attract less educated workers. Only one in five family home care workers has an associate or a 4 year degree.
- More than one in five K-12 teachers have at least a Master's degree. An additional 35% of family care providers has some college or vocational training, and 56% had some training in early childhood education.
- Only 51% of center workers have medical insurance provided by their employer.

One Child's Success

Seattle's Walker Richer & Quinn, Inc. has developed a model relationship with a local child care agency. In 1992, WRQ made a three year, $250,000 grant to Childhaven, a day treatment program for abused and neglected children up to the age of five. The gift reflected--and continues to reflect--an even deeper commitment; WRQ views Childhaven as an extension of itself and seeks to convey to its employees a long-term sense of responsibility. Every six to eight weeks, WRQ volunteers gather to assist various Childhaven branches. These and other efforts, such as hosting kids for dinner and donating and distributing books at Christmas, are coordinated and promoted by Pam Knight, WRQ's administrative director.

Last year, WRQ financed a new playground at Childhaven's Auburn branch. The addition has proven invaluable. When four-year old Carlton came to the branch over two years ago, his mother was a drug addict and prostitute. Carlton had been the victim of her emotional neglect and physical abuse; consequently, he was fearful, insecure, and developmentally delayed.

Thanks to the new slides, swings, and climbers, his physical development has improved dramatically and he now finds healthier opportunities for emotional release. As for his mother, with staff assistance and Carlton's progress, she has stabilized her life, found a new job, and is engaged to be married.

WRQ staff are quick to acknowledge their own gains from volunteering. The program, they note, has improved employee morale and has even prompted a similar volunteer effort at Seattle's First Place Project, an educational transition program for homeless children. *Contact: Pam Knight at (206) 217-7500.*

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Create Family Friendly Workplaces

"The Take Time Parenting Course offers skills and ideas that encourage a strong family unit.... Whether most of my time is spent at work, school, or home, I still have to continue learning to be a dad." — Bob Sadler, former participant in Project Family's Take Time

- Sponsor on-site parenting classes, teaching positive discipline and stress reduction.
- Establish a company committee to promote work/family issues ; listen to employee needs.
- Encourage parents to visit and participate in day care and school activities.
- Provide for job-sharing, cross-skills training and flexible work schedules.
- Offer flexible benefits, Dependent Care Assistance Plans, Scholarships for quality child care.
- Foster employee efforts to volunteer time, money and skills for children's well-being.
- Volunteer to conduct a fund raiser, either in-house or for the public.
- Develop parent and caregiver fairs with information and presentations from local service organizations and appropriate care vendors.

Step Up To Community Leadership

"We believe that there is a deep hunger for community in our society. We need to know we are not alone with our problems or our joys... Business can be a laboratory for creative solutions and still be commercially viable."— Cheryl and Ralph Broejte, co-owners of Broejte Orchards

- Include community service providers in "in-house" training on such subjects as staff development and stress management.
- Teach children and their parents how to use computer games and other applications.
- Help service organization directors develop, clarify, and compile personnel policies.
- Provide pro bono assistance with administrative, accounting, legal, and marketing tasks. Provide publication of brochures or educational materials. Donate surplus or obsolete products and equipment.
- Help improve the appearance of a facility — e.g. week-end work parties, paint and fix-up projects.
- Sponsor summer day care options.
- Share your family-friendly ideas and experiences with other business people.

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Promote Safe Settings For Kids In Neighborhoods

"(Volunteering at the Nursery) provides a great opportunity for employees working together to give back to their community, and to see that their employer does in fact care." — Steve Stoyanac, employee of Kim Hotstart Manufacturing and Vanessa Behan Crisis Nursery volunteer

- Sponsor neighborhood watch and check-in services for after-school hours.
- Sponsor conflict resolution training for pre-schools and elementary schools.
- Promote local schools as community centers for family support and neighborhood activity.
- Sponsor neighborhood gatherings, clean-ups, newsletters, and parent support groups.
- Hire and provide youth with meaningful work and mentoring.
- Work with schools to develop school to work transition programs, and training relevant to today's business environment.

Advocate Effective Public Policy

"Business people recognize that the quality of life in this region depends upon investment in the early development of children, and in preventing the disease, abuse or neglect which can derail them from successful lives... We (at the Association of Washington Business) will highlight the contributions of several business leaders and launch an effort to encourage many more to step up and Be a Business Leader for Kids." — Phyllis Campbell, President of the AWB and President and CEO of US Bank of Washington

- Put children's issues on the legislative agenda of business associations and examine the impact of current policies on future generations.
- Support public investment in prevention and comprehensive youth strategies.
- Sponsor local forums to discuss children's issues and to promote local civic action.
- Question candidates about their position on children's issues.
- Speak Out: use Washington Kids Count presentation aids for civic and service organizations.
- Set clear benchmarks for programs to achieve.
- Demand comprehensive, collaborative efforts: see that connections get made (e.g. senior center/day care enter matchups or links among schools and social service agencies).

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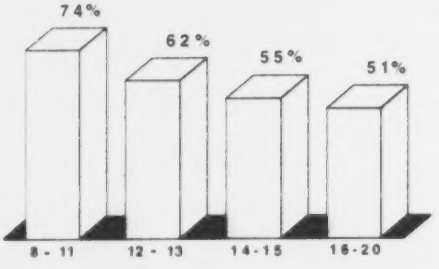
Parents & Teachers: Partners For Quality Education

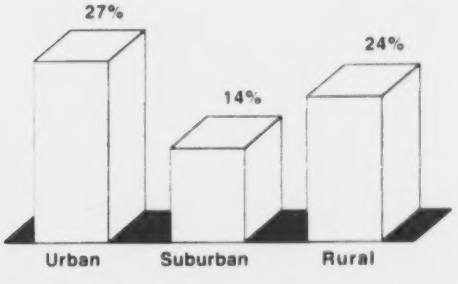
Children's needs start early but last all through the school years. Teachers and parents must share responsibility to afford every child the opportunity to learn, and help them avoid the perils of alcohol, drugs and violence. Involved parents attend school or PTA meetings, or class events, and spend time volunteering. Too many parents drop out of engaging in their child's education once they start school. Employers, schools and communities must encourage parents to stay involved.

Parent Involvement In Schools

- It is encouraging that about three quarter of parents maintain moderate or high involvement in school activities during elementary school
- By middle school, moderate to high parent engagement drops to less than two thirds.
- Only half the nation's parents stay engaged in school activities during the critical high school years.



Parent Involvement by Age of Student, U.S., 1993



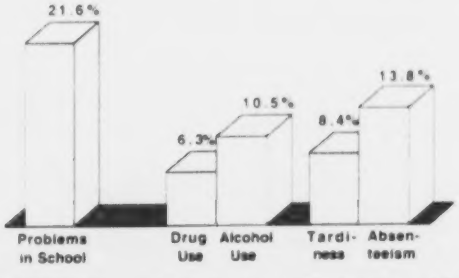
Washington Teachers Reporting Serious Problems, 1991

Problems In School By Urban/Rural

- Over one-quarter of teachers in urban areas report that students in their schools are behaving in ways which interfere with learning. Problems include absenteeism, substance abuse, and poor discipline.
- Teachers appear to underestimate the level of drug and alcohol problems in their schools. Less than one-third of teachers say these are moderate or serious problems, while more than half of 10th and 12th grade students say "a lot of kids are using alcohol or other drugs."

Types Of Serious Problems In Schools

- Almost a quarter of teachers in Washington public schools report serious problems which interfere with learning.
- Student absenteeism is considered a significant problem by 13% of public school teachers, far more than the percent who consider alcohol or other drug problems to be significant.
- Overall, public school teachers report much higher rates of student problems than those in private schools.



Teachers Reporting Serious Problems, 1991

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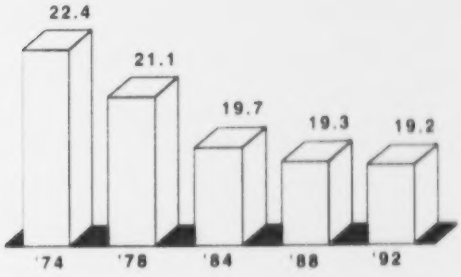

Number of Students Per Teacher, K-12

Student Teacher Ratio Trends

- Washington state made substantial progress in reducing student-teacher ratios in the 1970s. For the last decade, however, these ratios have failed to improve.
- Despite perceptions by teachers that student behavior interferes with learning, most teachers in Washington are satisfied with their job, and few have a strong desire to change jobs.

Tutors Against Drugs

The Partners project in Othello taps the potential wealth of business volunteers to bolster school-business linkages. Since 1992, People Against Illegal Drugs, in cooperation with the Othello School District, has urged local employers to release their employees—with pay—for volunteer work in the schools. The project coordinator then matches the volunteers with teachers requesting help. The coordinator and teachers also work together to identify students at risk of not advancing to the next grade level or of dropping out of school.

To date, 38 businesses have allowed paid time for employees to assist in five schools. Roughly half of the over 100 volunteers tutor individual students and small groups each week; the other half undertake special projects or help in the classroom. Many of the students assisted are either bilingual or speak only Spanish.

Volunteering allows business people to gain a greater understanding of the children in their community and of the educational system. "I didn't realize until I volunteered in the classroom," said one businessman, "just how much teachers have to deal with each day." Tutors also tend to provide a fresh perspective for students. One volunteer used preparing for a vacation—and budgeting for gasoline—to help a student understand a lesson on distance.

Business people and educators both praise Partners. "It's already exceeding my expectations, not only in the numbers of volunteers but also in the impact they're having on our kids and teachers," said Lutacaga Elementary School Principal Dave Johnson. "It's a tangible way that we can let our employees and the community know that we care about the kids," said Roger Thieme, manager of Evergreen Implement. The project is funded through Carnation Processed Potatoes, a subsidiary of the Nestle/USA Corporation. *For more information, contact Donna Ruttan at (509) 488-6264.*

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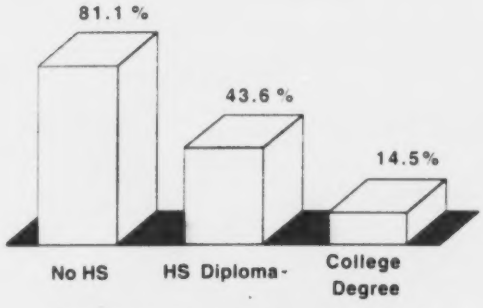
Continuing Education: The Key To Prosperity

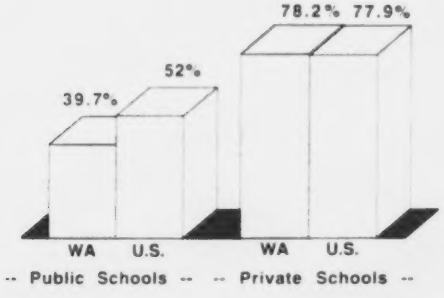
Our economy is changing, and greater skills than ever before are required to earn an adequate income to raise a family. A high school degree used to be the basic step on the ladder of success, and a college degree an extra advantage for a limited few. Now only those with college degrees or substantial technical training can count on supporting a family. Business people share a stake in seeing that workers have the skills which will make them productive in the competitive world economy.

Parent Education And Inadequate Income

- Kids whose parents lack a high school degree are about 5 times more likely to have inadequate income than those with a 4-year degree.
- A high school diploma no longer assures adequate wages. Over 40% of children living with high school-educated parents have inadequate income.



Children with Inadequate Income, by Parent Education, 1990



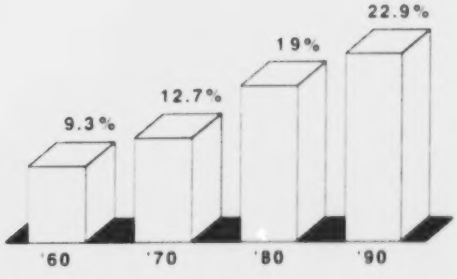
Percent of High Schoolers in College Prep Tracks, 1991

Preparing High Schoolers For College

- While Washington was about equal with the rest of the nation in the percentage of private school kids in college prep tracks, our public schools lag about 12 percent behind the national average.
- If less than half of our youth enroll in college, we face a time when the majority of our workforce has difficulty raising a family.

Percent Population College Grad

- Despite lagging behind in preparing kids for college, Washington has still seen an increasing percent of the adult population with a college degree.
- The percent of high school students in college prep courses and the percent of graduates applying to college is higher in rural (54%) and urban areas (49%) than suburban areas.



Population 25 and up with a 4-year College Degree

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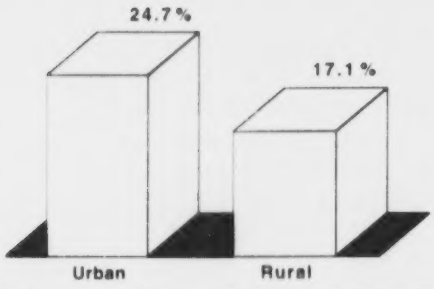

Population 25 and up with 4-year College Degree, 1990

College Graduates, By Urban Or Rural Location

- The proportion of the over-25 population with a 4-year college degree is almost 8 percentage points higher in urban than rural areas.

Skills For Parenting And Management

Project Family's *Take Time* workshops in Kitsap County stress that you don't have to be a "bad" parent to become a better one. Recently, the *Take Time* project sponsored a county-wide media campaign to spread this message and that of the community as a whole benefitting from the improved parenting skills of each of its members.

The campaign complemented *Take Time*'s primary purpose: to provide parenting education directly to working parents. Project trainers (including twelve volunteer parent educators) offer local companies an eight-week series of on-site "brown bag" lunch training sessions, with the companies providing necessary release time for their employees. To date, Electronic Data Systems of Poulsbo, Lockheed's Calibration Lab in Bangor, Group Health, Kitsap County, Harrison Hospital, a consortium of architecture firms and the City of Bremerton have all participated; the Kitsap Federal Credit Union is also involved through its monthly evening drop-in sessions.

Over the last eighteen months, *Take Time* workshops have served over 300 working parents. The project is widely praised for its efforts. Employers have noted an improvement in job-related skills, such as conflict resolution and communication, and employee morale; Lockheed even found a decrease in absenteeism during the training period. The project is supported by a $200,000 grant, received from the National Center for Child Abuse and Neglect and administered by Kitsap County. *Contact: Linda Peloquin at (206) 478-2318.*

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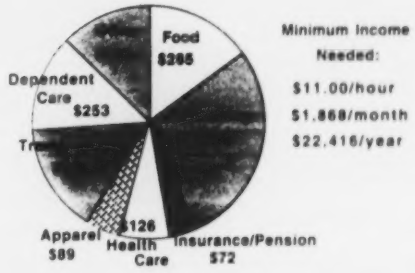
The Economics Of Raising Kids

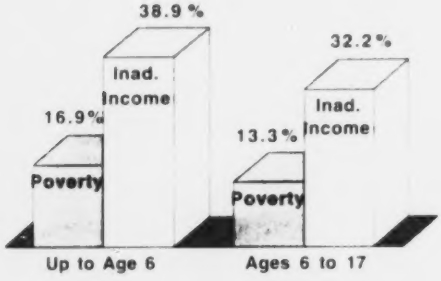
Poverty does not guarantee that children will lead unsuccessful lives. But trading off the basics of food, decent housing, basic health care and quality childcare can create pressures which interfere with children's ability to learn. Enriching experiences may be hard to come by in cash strapped families. Books around the house, trips to zoos, theatre, sports events or museums, reinforce experiences at school or preschool to produce better learning. Attendance may require transportation, care for other children, or time off from work.

The True Cost Of Raising Kids

- The official federal poverty line calculated in 1963 does not account for increases in housing and medical costs, or the costs of child care experienced by most families.
- An updated adequate living standard shows that it takes about $1,900 a month to support a family of three.
- A wage of more than $11.00 an hour is required to meet the minimum costs of a family of three.



Minimum Monthly Budget, Family of 3, 1993



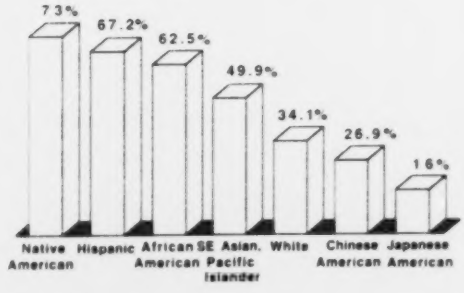
Kids in Official Poverty, and with Inadequate Income, 1990

Official Poverty And Inadequate Income

- Official child poverty has increased over the last decade, and the youngest kids are the most likely to be in poverty.
- Kids in families with inadequate income -- those falling below the minimum budget, which is twice the federal poverty line -- are more likely to be the youngest kids.
- Overall, more than one in three kids in WA lives in a family with inadequate income.

Growing Income Gaps

- A substantial majority of Native American, Hispanic, and African American kids in WA are growing up without the income necessary for food, shelter, and medical and child care.
- Poverty has increased about 8 percentage points over the last decade for African Americans and Native Americans, but only about one percentage point for whites.



Inadequate Income by Ethnicity, 1990

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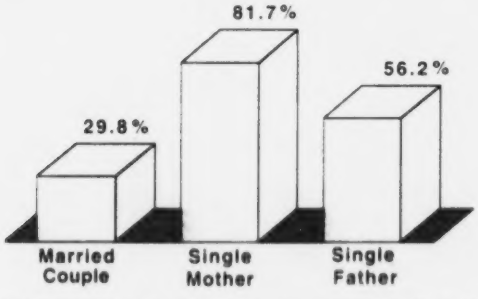

Children with Inadequate Income, by Family Type, 1990

Inadequate Income, By Family Type

- A stable married couple family is one protection against low income. Kids in single parents families, particularly single mothers, are much more likely to have inadequate income.

A *Beautiful View* For Families

Ralph and Cheryl Broejte, owners of Broejte Orchards just north of Walla Walla, share a broad vision of corporate responsibility and community development. The Orchards is one of the state's largest, with 2,700 acres and 700 employees at peak season. In 1987, the Broejtes decided to build a packing house. The new employees--mostly women-- spoke openly of their lives, including stories of children left in locked rooms because their parents could not afford child care. This led first to the construction of an on-site child-care center, then to on-site housing.

The housing was a natural but ambitious step. The Broejtes recognized that many of their employees were commuting significant distances to and from the Tri-Cities after long work days. Accidents were routine, and many of the children obliged to spend extra hours in day care.

In 1992, the Broejtes developed and financed their own housing community: 24 apartments and over 70 three- and four-bedroom houses. The new residents named the development Vista Hermosa, or "Beautiful View".

Vista Hermosa, now approximately 500 strong, is governed by a committee of residents and orchard staff. Social service organizations such as La Clinica from Pasco, the Farm Workers Clinic from Toppenish, and Walla Walla Community College provide a wide range of on-site support services, such as parenting skills classes. Some of the youth who had dropped out of high school before coming to Vista Hermosa are back in school, while many of the adult members are pursuing their G.E.D.s. The desire to give back to the community is pervasive. *Contact: Cheryl Broejte at (509) 529-8557.*

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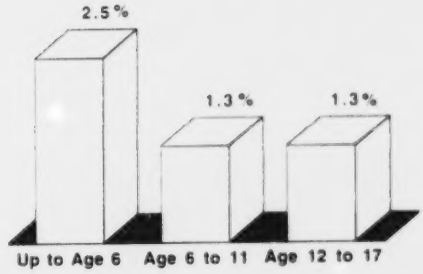
Building On Diverse Talents

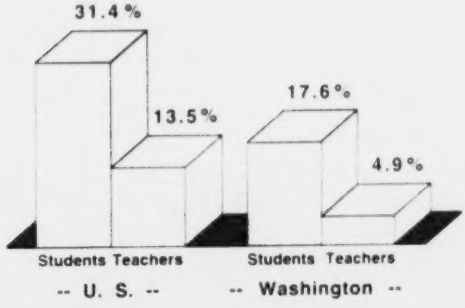
America has always drawn on the talents of diverse cultures to build our economy and society. Immigrants from different parts of Europe, Asia, Africa and Latin America have all made important contributions. Immigrant populations tend to be younger and more ambitious than general populations. However, the simultaneous influx of families speaking many different languages poses extra challenges to schools and employers. There is a growing need for appropriate role models for minority children, and for improved access to health care and higher education.

Limited English Proficiency Kids

- A total of 1.4% - about 125,000 children -- in Washington State now have limited English proficiency; the percentages are much higher in certain counties.
- The higher percent of limited English proficiency among pre-school children shows that the challenges to schools will about double in the coming years.



Children with Limited English Proficiency, 1990



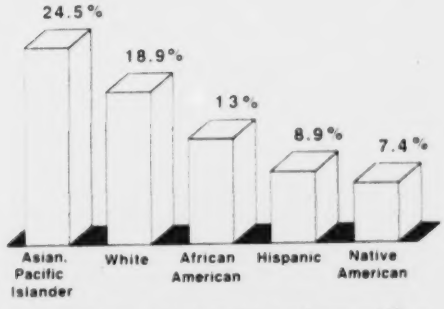
Percent Minority Teachers and Students, 1991

Lack Of Minority Teachers

- More than one in six students - but only one in 20 teachers - is from a racial or ethnic minority. Role models from student's own background produce greater self-esteem and achievements.
- The percent of minority students in Washington State is three and a half times as high as the percent of minority teachers.
- The concentration of minority students is much higher in certain counties, creating an even greater need for minority teachers.

Percent College Grads By Race Or Ethnicity

- One in five white and Asian-American adults have a college degree; only one in eight African-Americans, one in eleven Hispanics and one in fourteen Native Americans have that advantage.
- High school completion rates have improved substantially for African-Americans, but not for Hispanics and native Americans.



Percent population 25 and up with a 4-year degree, 1990

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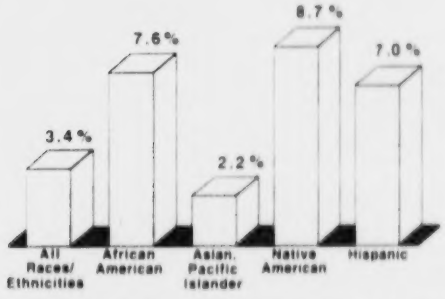

Percent of all Births to Teens Age 15-17, within each Race or Ethnic Group, 1988-90

Percent Of Births To Young Teens

- Being born to a single teen mother often deprives a child of adequate income, parental skills and appropriate male role models.
- Infant mortality rates remain twice as high for African Americans and Native Americans as for whites, Hispanics or Asian-Americans.

Volunteers For Unique Learners

As a national model, the Team Tutoring Project seeks to develop effective business-school partnerships. Project staff train business people as tutors for youth grades K-12; the parent companies, in return, offer each volunteer at least an hour off per week with pay. Of the Project's three lead agencies, Partners in Public Education (PIPE) recruits the tutors, while Citizens Education Center and New Horizons for Learning provide the training.

Particularly noteworthy is the Project's "multiple intelligences" approach to learning, with equal attention given to linguistic, kinesthetic, musical, logical/mathematical, spatial/visual, intrapersonal, and interpersonal techniques. Students who do not respond to traditional approaches are encouraged to find and develop their own unique learning style.

The Project initially "paired" Martin Luther King elementary school and the downtown Bon Marche. In the first year, 15-25 Bon employees spent up to two hours each week tutoring K-5th graders. The project has since expanded to include four other "pairings": Seattle City Light and Ballard High School; Key Bank and Sacajewea Elementary; Washington Mutual's Smokey Point branch and the Lakewood School District; and the Southcenter Bon and Cascade Elementary in Tukwila.

Both the youth and the volunteers benefit from the exchange. Participants frequently praise the project for making them more sympathetic to differing work styles and better able to develop their own career plans. *Contact: Judith McBroom, Executive Director of the Citizens Education Center (206) 624-9955.*

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Resource List

Washington Contacts

Child Care Advantages. CCA serves as a clearing house on work/family issues while also offering technical assistance, information packets, and financing for start-up or expansion of business-supported child care centers. The program is sponsored by the Washington State Department of Health and Human Services and the Washington State Department of Community, Trade and Economic Development, and is housed in the DCTED's Washington State Business Assistance Center. Contact: Marsha Holand, Director, 9191 Lakeridge Way SW, PO Box 42516, Suite A, Olympic, WA 98504-2516, tel. 206/586-3023.

Child Care Resources. CCR manages the Business/Child Care Initiative, a City of Seattle-funded effort to foster partnerships between large and small businesses and child care programs with the goal of providing goods and services to the programs and freeing resources that can be used to improve wages and benefits. Contact: Bill Larrabee, Executive Director, 1265 S. Main St., Suite 210, Seattle, WA 98144, tel. 206/461-3708, fax 206/461-3726.

The Children's Alliance. The Alliance is a statewide, member-based children's advocacy organization working to raise the priority given to children's needs. The Alliance assists individuals and organizations in working for positive changes in public policies and programs for children and families. In April, 1994, Washington Food Policy Action Center became a project of the Alliance. The Center, with offices in Spokane and Tacoma, seeks to broaden statewide visibility for hunger issues and the role of public policy in reducing hunger. For the Alliance, contact Peter Berliner, Director, 172 20th Ave., Seattle, WA 98122, tel. 206/324-0340 or 1-800-854-KIDS, fax 206/325-6291. For the Center, contact Linda Stone, 422 W. Riverside, Suite 516, Spokane, WA 99201, tel. 509/747-7205.

WA State Child Care Resource & Referral Network. CCR&R programs link families with licensed child care providers by offering parents regularly updated child care information and assisting in the selection of quality care for their children. The CCR&Rs are committed to training and educating parents, providers, business leaders and the public regarding child care issues. Contact: Elizabeth Thompson, Director, 917 Pacific Ave., #301, Tacoma, WA 98402-4421, tel. 206/383-1735, fax 206/572-2599.

National Contacts

American Business Collaboration for Quality Dependent Care. The ABC project is directed by Work/Family Directions, Inc., a Boston-based company serving over 2 million employees of 95 major US corporations. Work/Family Directions is a human resources consulting firm that assists companies in helping their employees to be productive at work while fulfilling their family responsibilities. To this end, it offers services in dependent care resources, workplace flexibility, strategic labor force planning, research, education and training. Contact: Marketing Department (617) 278-4000.

Business for Social Responsibility. Founded in June, 1992, BSR is the first national business organization created solely to champion corporate social responsibility. BSR develops, supports, advocates and disseminates policies and practices in four areas of critical importance to responsible corporate leaders: the workplace, the marketplace, the community, and sustainable development. Contact: Kathy Grimes, 1030 15th St., NW, Suite 1010, Washington, DC 20005, tel. 202/842-5400, fax 202/842-3135.

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The Coalition of Community Foundations for Youth. The Coalition is a network of local and statewide partnerships led by community foundations which have joined forces with children's advocacy organizations, civic and business leadership groups, and local United Ways. The fundamental criterion for membership in the Coalition is that the community foundation commits itself to realizing improved conditions for all children and their families within its purview. Businesses often take the lead in prompting community membership. Contact: Cindy Ballard, Director, 1055 Broadway, Suit 130, Kansas City, MO 64105, tel. 816/842-4246, fax 816/842-8079.

Child Welfare League of America, Inc. The League specializes in issues of foster care, placement, and adoption, and is a leader in terms of national policy issues affecting vulnerable children. CWLA is also the nation's largest publisher of child welfare materials. Contact: David Liederman, Executive Director, 440 First St., NW, Suite 310, Washington, DC 20001, tel. 800/8-KIDS-80 or 202/638-2952, fax 202/638-4004.

The Families and Work Institute. The Institute is a nonprofit research and planning organization working to help balance the changing needs of the American family with the continued need for workplace productivity. The Institute maintains a commitment to both the public and private sectors; examines the effects of work on family life as well as the effects of families on work performance; and forecasts future trends with input from all sectors of society. Contact Co-Presidents Ellen Galinsky or Dana Friedman, 330 Seventh Ave., New York, NY 10001, tel. 212/465-2044, fax 212/465-8637.

Some Model Business-Involvement Programs Outside Washington

Hanna Anderson. Hanna Anderson, a manufacturer of high-quality children's clothing, provides a variety of community services. One such service, the Hannadown Program, offers customers 20% credit for their used company clothing; the funds are subsequently donated to local charities. All involved benefit: the company develops loyal customers and children learn about giving and sharing. Contact: 1010 NW Flanders, Portland, OR 97209, tel. 503/242-0920, fax 503/222-0544.

U.S. Air Force. In just five years, the U.S. Air Force opened and earned National Academy of Early Childhood Programs accreditation for 121 child development centers serving 50,000 workers. Since 1989, the Air Force has refashioned an informal network of babysitting programs sponsored by wives' clubs into a trained, licensed and accredited service for dependents. Programs nationwide typically have three components: a child development center, family day care and youth activities. Contact: Joe Jones, McChord Air Force Base "Youth Flight Program" Coordinator, at (206) 984-3281.

Children First, Inc. CFI specializes in developing and managing high-quality backup child care centers. Backup child care centers are designed for occasional use when a family's regular care arrangements break down or are unavailable. CFI currently operates six centers nationwide. Contact: One International Place, Boston, MA 02110, tel. 617/951-7820, fax 617/330-1262.

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Puget Sound Counties

This report is the culmination of the Success by Six program, which focussed on Puget Sound counties. Data about other counties in the state are available from Washington Kids Count.

Risks At The Start Of Life

Infant Mortality (births, deaths, and rate per thousand births)

	1990 births	1990 deaths	1990 deaths per 1000	1992 births	1992 deaths	1992 deaths per 1000
King	22,886	156	6.8	23,049	138	6.0
Kitsap	3,402	24	7.1	3,557	25	7.0
Pierce	10,524	98	9.3	10,258	80	7.8
Snohomish	8,272	49	5.9	8,113	39	4.8
County Totals	36,812	278	7.6	36,864	243	6.6

Low Birth Weight Babies (babies under 2500 grams)

	1990 low birth wt.	1990 total births	1990 percent low birth	1992 low birth wt.	1992 total births	1992 % low birth wt.
King	1,247	2,906	5.4	1,245	23,006	5.4
Kitsap	176	3,405	5.2	196	3,550	5.5
Pierce	625	10,543	5.9	645	10,248	6.3
Snohomish	393	8275	4.7	367	8,108	4.5
County Totals	2,441	45,129	5.4	2453	44,219	5.5

Births to Single Teens, and to Single Teens without a HS diploma (age 19 and under, 1992)

	single teen births	births, single teens, no HS	single teen births as %	births, single teen no HS as %
King	1,332	517	5.8	2.2
Kitsap	258	171	7.3	4.8
Pierce	881	583	8.6	5.7
Snohomish	469	240	5.8	3.0
County Totals	2,940	1,511	6.5	3.4

Families In Crisis

Child Abuse and Neglect Referrals, 1993 (number of referrals, and percent of child population at age)

	0 to 5	6 to 12	13 to 17	0 to 5	6 to 12	13 to 17
King	7,384	7,556	3,063	5.5	5.3	3.3
Kitsap	1,413	537	3,302	6.4	5.9	3.5
Pierce	5,458	5,267	1,984	8.4	7.5	4.5
Snohomish	3,573	3,826	1,481	6.8	6.7	4.3
County Totals	17,667	18,072	7065	6.5	6.2	3.8

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Kids With Employed Parents

Kids 0 to 6 with All Parents in the Workforce, and Licensed Child Care Slots

	total children	children, all parents work	% with all parents working	licensed slots	% kids in licensed care
King	121,894	69,967	57.4	41,281	59.0
Kitsap	18,515	9449	51.0	4,526	47.9
Pierce	55,217	28,355	51.4	13,486	47.6
Snohomish	46,004	24,834	54.0	16,610	66.9
County Totals	241,630	132,605	54.9	75,903	57.2

Economics Of Raising Kids

Official Child Poverty and Inadequate Income (children ages 0 to 6, 1990)

	% in poverty		% with inadequate income	
	1980	1990	1980	1990
King	10.7	10.9	26.4	25.1
Kitsap	13.9	15.6	40.2	41.8
Pierce	17.8	18.4	45.4	44.8
Snohomish	9.5	9.7	27.8	26.9
County Totals	12.5	12.8	32.3	31.3

Official Child Poverty and Inadequate income by Family Type, (children ages 0 to 6, 1990)

	% in poverty			% inadequate income		
	married couple	single mother	single father	married couple	single mother	single father
King	4.2	48.4	16.3	17.1	70.1	39.2
Kitsap	7.4	67.0	9.6	34.8	85.6	36.3
Pierce	8.6	60.0	21.8	35.7	82.0	56.4
Snohomish	4.1	47.1	18.0	19.6	72.9	45.4
County Total	5.4	52.8	17.6	23.8	75.4	44.1

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Data Sources And Acknowledgements

Prenatal care, single teen mothers, infant mortality: Washington State Department of Health (DOH)

Prenatal care by region: Analysis by Dr. Fred Connell, University of Washington, School of Public Health, from First Steps Data Base

Educational attainment: U.S. Census Bureau

Abuse and neglect: CAMIS Project, Division of Child Protective Services, Department of Social and Health Services (DSHS)

Reports of physical, sexual abuse, suicide: Adolescent Health Survey, Office of Superintendent of Public Instruction (OSPI) and DOH

Out of home care: Division of Children and Family Services, DSHS

Infant and child immunization: Washington State Immunization Program

Uninsured kids: Office of Financial Management, Forecasting Division

Children with parents working: U.S. Census Bureau

Child Care availability and costs: Office of Research and Data Analysis, DSHS

Educational level of child care workers and K-12 teachers: Office of Research and Data Analysis, DSHS; OSPI

Service sector wages: Division of Aging and Adult Services, DSHS; Washington Education Association

Parent Involvement in Schools: from *Running in Place*, by Nicholas Zill and Christine Nord

Reported problems in school: US Dept of Education, *Schools and Staffing in the U.S.*, 1993

Student-teacher ratio trends: OSPI

Poverty and inadequate income data: US Census Bureau

High Schoolers in College Prep: US Dept of Education, *Schools and Staffing in the U.S.*, 1993

Limited english proficiency: U.S. Census Bureau

Minority Teachers and Students: US Dept of Education, *Schools and Staffing in the U.S.*, 1993

For More Information, Call Washington Kids Count 206-685-7613

Acknowledgements

The following individuals provided valuable ideas, data and guidance:

Dr. Fred Connell, UW School of Public Health and Community Medicine

Cynthia Ellingson, Child Protective Services

Marna Miller, Department of Social & Health Services

Alice Porter, UW Health Policy Analysis Program

Patricia Starzyk, Center for Health Statistics, DOH

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Charting A Course For The Future
was produced by The Washington Kids Count Project
of the University of Washington Human Policy Center
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Printing courtesy of the Boeing Company

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December 1994

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